

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

WESTERN REGION (WCPA)

Arizona State University
 California Institute of Technology
 California Poly. State University - San Luis Obispo
 California State Poly University - Pomona
 California State University - Fresno
 California State University - Hayward
 California State University - Long Beach
 California State University - Los Angeles
 California State University - Sacramento
 University of California - Irvine - Graduate School of Management
 University of California - Los Angeles
 Gonzaga University
 University of Idaho
 Loyola Marymount University
 Mills College
 University of Nevada - Reno
 Oregon State University
 University of Oregon

University of the Pacific
 Point Loma Nazarene College
 Portland State University
 University of Redlands
 San Diego State University
 University of San Francisco
 San Francisco State University
 San Jose State University
 Santa Clara University
 University of Southern California
 University of Southern California - Graduate School of Business
 Stanford University
 Washington State University
 University of Washington
 Westmont College

The career planning & placement offices that participate in the **Salary Survey** are divided into seven geographic regions. The participants listed comprise the **Western Region**.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991, through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991).

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR
ALL TYPES OF EMPLOYERS

NUMBER OF OFFERS AVERAGE \$ OFFERS PERCENTILES¹
REGIONAL NATIONAL REGIONAL NATIONAL 90TH 50TH 10TH

BUSINESS

ACCOUNTING	15	574	\$26395	\$26200	*	*	*
BUSINESS ADMIN (INCL MGMT)	3	158	25667	23583	*	*	*
DISTRIBUTION MANAGEMENT	+	1	+	24000			
ECONOM & FINANCE (BANKING)	11	237	27455	26242	*	*	*
HOTEL/RESTAURANT MGMT.	+	1	+	22000			
HUMAN RSRCs (incl LABOR R)	2	7	26000	22929	*	*	*
MANAGEMENT INFO SYSTEMS	3	101	32327	28043	*	*	*
MARKETING/MARK MGMT (RESR)	2	215	24050	23554	*	*	*
REAL ESTATE	+	1	+	21000			

COMMUNICATIONS

ADVERTISING	+	6	+	18917			
COMMUNICATIONS	+	36	+	21960			
JOURNALISM	+	15	+	20531			
TELECOMMUN/BROADCASTING	+	8	+	21650			

EDUCATION

ELEMENTARY EDUCATION	1	36	34985	20006	*	*	*
PRE-ELEMENTARY EDUCATION	+	6	+	12967			
PHYSICAL EDUCATION	+	5	+	21978			
SPECIAL EDUCATION	+	8	+	20831			

HOME ECONOMICS

HUMAN ECOLOGY (HOME ECONO)	+	5	+	21100			
TEXTILES & CLOTHING	+	5	+	23600			
MERCHANDISING MANAGEMENT	+	+	+	+			

HUMANITIES

FOREIGN LANGUAGES	+	2	+	23250			
LETTERS (incl English, Li)	2	10	22500	22641	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	23800			
HUMANITIES - OTHER	+	5	+	21360			

SOCIAL SCIENCES

CRIMINAL JUSTICE	+	9	+	20455			
HISTORY	+	4	+	22000			
POLITICAL SCIENCE/GOVT	2	14	24000	23030	*	*	*
PSYCHOLOGY	+	21	+	20416			
SOCIOLOGY	+	4	+	15878			
SOCIAL SCIENCES-OTHER	+	6	+	21360			

ENGINEERING

AEROSPACE & AERONAUTICAL	3	22	33733	30087	*	*	*
AGRICULTURAL	+	6	+	30667			
ARCHITECTURAL	+	9	+	29804			
BIOENGINEERING & BIOMEDIC	+	2	+	30000			
CHEMICAL	+	384	+	37002			
CIVIL	4	101	33453	30703	*	*	*
COMPUTER	3	28	36002	31593	*	*	*
ELECTRICAL/ELECTRONIC	14	326	35756	33060	*	*	*

continued

NUMBER OF OFFERS AVERAGE \$ OFFERS PERCENTILES¹
REGIONAL NATIONAL REGIONAL NATIONAL 90TH 50TH 10TH

199	1888	\$25442	\$26675	\$28500	\$25000	\$21737
57	496	24176	23354	31200	24000	17000
1	9	26700	27211	*	*	*
68	618	25659	25520	30000	26200	20000
1	39	20600	21121	*	*	*
10	50	27120	23885	*	*	*
5	197	30196	28044	*	*	*
50	584	24308	23723	30000	23550	18000
2	5	21250	20264	*	*	*
2	39	23780	21478	*	*	*
13	116	22979	21733	*	*	*
2	66	18420	19422	*	*	*
+	22	+	23109			
28	198	19391	19963	27083	21250	10975
+	27	+	16647			
3	21	17065	19120	*	*	*
5	39	23916	22956	*	*	*
+	12	+	19392			
4	27	20500	21241	*	*	*
+	24	+	21388			
1	16	21000	21220	*	*	*
10	58	24788	21734	*	*	*
6	44	19061	19873	*	*	*
7	37	23151	21789	*	*	*
3	39	20000	20759	*	*	*
5	25	21800	20629	*	*	*
11	66	22309	21998	*	*	*
7	83	20612	19250	*	*	*
5	38	24940	18943	*	*	*
2	59	35000	19456	*	*	*
10	85	30696	30188	*	*	*
4	20	32375	31350	*	*	*
1	33	34032	30709	*	*	*
+	6	+	27917			
3	812	34800	37178	*	*	*
15	434	33512	29764	*	*	*
7	87	33008	32126	*	*	*
36	875	34017	33049	40716	34050	26252

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)							
ENVIRONMENTAL ENGINEERING	+	+	+	+			
INDUSTRIAL	8	79	\$32786	\$32440	*	*	*
MECHANICAL	10	352	31082	33835	*	*	*
METALLURGICAL	+	27	+	33424			
MINING (INCL GEOLOGICAL)	+	4	+	31900			
NUCLEAR	+	5	+	32160			
PETROLEUM	+	29	+	35944			
TEXTILE	+	+	+	+			
ENGINEERING TECHNOLOGY	8	43	31216	26856	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+			
AGRICULTURAL & NATURAL RESOURCES							
AGRIBUSINESS	5	12	24000	21995	*	*	*
ANIMAL SCIENCES	+	3	+	23000			
PLANT SCIENCES	+	+	+	+			
NATURAL RESOURCES	+	3	+	21133			
OTHER AGRICULTURAL SCIENC	+	3	+	22401			
COMPUTER SCIENCE							
COMPUTER SCIENCE	5	170	36820	30900	*	*	*
COMPUTER PROGRAMMING	+	5	+	29440			
INFORMATION SCIENCES & SY	1	26	30000	29499	*	*	*
SYSTEMS ANALYSIS	+	1	+	24960			
HEALTH SCIENCES							
ALLIED HEALTH	+	3	+	21943			
HEALTH SCIENCES	+	3	+	20216			
NURSING	+	19	+	33294			
PHARMACY	+	+	+	+			
SCIENCES							
ACTUARIAL	+	1	+	33240			
ARCHITECTURAL & ENVIRONME	2	5	27750	27860	*	*	*
BIOLOGICAL	1	12	10000	17865	*	*	*
CHEMISTRY	+	24	+	28572			
GEOLOGY & GEOLOGICAL SCI	+	8	+	31450			
MATHEMATICS	1	21	24500	29409	*	*	*
PHYSICS	+	7	+	28098			
OTHER PHYSICAL & EARTH SC	+	1	+	26000			
POLYMER SCIENCE	+	+	+	+			
TEXTILE SCIENCE	+	+	+	+			
TOTALS	106	3249					

NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES*		
REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
1	2	\$26400	\$29700	*	*	*
14	206	32356	32179	*	*	*
25	1034	31315	33980	\$33000	\$31000	\$26252
+	77	+	33688			
1	36	34000	31116	*	*	*
+	13	+	32627			
+	126	+	38467			
+	+	+	+			
15	107	31302	27839	*	*	*
+	12	+	26042			
16	47	24288	22115	*	*	*
4	23	27300	21528	*	*	*
1	6	38000	21413	*	*	*
2	9	26040	21307	*	*	*
6	23	25282	25440	*	*	*
37	470	30046	30258	36600	30000	22608
+	17	+	28914			
2	127	26000	29020	*	*	*
+	4	+	22640			
+	59	+	27774			
2	27	19864	21095	*	*	*
+	56	+	28054			
+	27	+	39633			
+	5	+	26828			
5	16	26300	26463	*	*	*
2	37	16900	20103	*	*	*
+	47	+	27716			
+	22	+	28525			
7	68	27598	26213	*	*	*
+	13	+	28176			
+	4	+	20637			
+	+	+	+			
+	+	+	+			
723	10014					

* Percentiles are computed on regional data
 * Not computed for fewer than 20 offers
 + No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	17	440	\$26758	\$26922	*	*	*	115	1452	\$25354	\$27250	\$28000	\$26000	\$22200
ACCOUNTING (PRIVATE)	2	148	23000	24583	*	*	*	78	456	25650	24800	29000	25000	22000
COMMERCIAL BANKING (CMSMR)	2	20	22500	22113	*	*	*	6	44	21383	21978	*	*	*
COMMERCIAL BANKING (LENDG)	+	27	+	24981				3	58	25333	24107	*	*	*
INVESTMT BANKING (CORP FM)	+	10	+	29970				2	20	29250	27875	*	*	*
INVESTMT BANKING (M & A)	+	1	+	33000				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T)	+	9	+	22310				2	15	21900	22439	*	*	*
FINANCIAL/TREASURY ANALY	1	75	27000	27348	*	*	*	24	212	26077	26655	30000	26880	20500
PORTFOLIO MGMT/BROKERAGE	+	12	+	20822				6	23	22867	21655	*	*	*
UNDERWRITING	1	27	31500	24899	*	*	*	5	82	27020	24056	*	*	*
INSURANCE - CLAIMS	1	17	25000	22332	*	*	*	6	62	23400	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				1	18	24000	19429	*	*	*
MEDIA PLANNING	+	3	+	21100				1	5	29000	25460	*	*	*
REPORTING	+	3	+	13133				2	13	20500	14975	*	*	*
PRODUCTION	+	7	+	29543				2	36	28500	24706	*	*	*
PUBLIC RELATIONS	+	5	+	21923				5	32	17148	19840	*	*	*
WRITING / EDITING	+	3	+	19967				1	22	30000	19864	*	*	*
MARKETING														
ADVERTISING	+	6	+	19917				2	20	24500	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	3	44	27700	24185	*	*	*	14	85	26502	23932	*	*	*
BUYER/MERCHANDISING	1	36	25000	24572	*	*	*	17	126	26516	23303	*	*	*
DISTRIBUTION	+	12	+	25337				3	34	25233	26362	*	*	*
MARKET RESEARCH	1	14	25000	24264	*	*	*	4	46	26500	24914	*	*	*
PURCHASING	+	5	+	26844				3	20	24433	25270	*	*	*
SALES	3	183	29667	24974	*	*	*	51	586	24612	25102	30000	26000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				1	20	31200	19876	*	*	*
FINANC, TAXA, MONETARY POL	2	10	25019	24853	*	*	*	17	47	23774	23040	*	*	*
ECONOMIC PROGRAMS	+	4	+	22198				1	7	24000	22056	*	*	*
LAW ENFORCEMENT	+	12	+	23399				1	32	20200	23152	*	*	*
MILITARY	+	4	+	26625				2	28	24432	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				2	7	21000	20229	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	21720				+	8	+	19104			
ENGINEERING														
BIOENGINEERING	+	2	+	30000				+	6	+	26333			
DESIGN / CONSTRUCT	1	149	55000	30257	*	*	*	10	502	34447	30779	*	*	*
ENVIRONMENTAL/SANITATION	3	18	30400	31854	*	*	*	13	87	32910	30721	*	*	*
MANUFACTURING/INDUSTRIAL	10	196	33269	33948	*	*	*	19	579	32118	33800	*	*	*
SYSTEMS / PROGRAMMING	2	46	33450	32349	*	*	*	8	133	30524	32328	*	*	*
POWER SYSTEMS	1	34	32300	34807	*	*	*	6	123	36131	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	2	43	35250	32158	*	*	*	6	112	33768	32283	*	*	*
HARDWARE DESIGN & DEVELOP	+	16	+	32884				1	107	31000	33253	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	67	\$32400	\$35220	*	*	*	5	203	\$29560	\$34006	*	*	*
TESTING	2	24	31950	29680	*	*	*	9	96	31285	30524	*	*	*
PROCESS ENGINEERING	+	276	+	37502				2	651	38700	37560	*	*	*
PROJECT ENGINEERING	2	217	32850	33411	*	*	*	5	503	33540	34230	*	*	*
OTHER ENGINEERING	20	307	32412	33141	\$35500	\$31906	\$30000	44	791	31869	32700	\$36000	\$31651	\$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				2	19	21000	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	24000	23916	*	*	*
MEDICAL TECHNOLOGY	1	3	10000	18343	*	*	*	1	29	10000	23854	*	*	*
NURSES / PERSONAL CARE	+	18	+	32077				+	52	+	27270			
OCCUPATIONAL THERAPY	1	2	44000	40750	*	*	*	1	18	44000	29866	*	*	*
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				+	4	+	19045			
RESPIRATORY THERAPY	+	1	+	28000				+	4	+	33914			
OTHER HEALTH RELATED	+	6	+	24449				1	55	24000	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	18000				+	18	+	20218			
COUNSELING	1	9	22000	18655	*	*	*	3	43	14000	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	+	10	+	16940				1	33	25000	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	130	39702	28713	*	*	*	16	361	29307	28561	*	*	*
INFORMATION SYSTEMS	3	54	30000	30247	*	*	*	8	144	27750	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	87	34827	29178	*	*	*	15	221	31693	29679	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	29747				2	11	31500	30680	*	*	*
AGRICULTURE/NAT'L RESOURC	+	6	+	18863				8	56	26025	21504	*	*	*
ARCHITECTURE	2	2	27750	27750	*	*	*	4	8	25875	26238	*	*	*
CONSULTING	6	87	29167	29310	*	*	*	21	230	28232	28933	34000	28000	22000
HUMAN RESRCS /INDUS RELS	1	15	27000	20900	*	*	*	7	57	27056	22394	*	*	*
MANAGEMENT TRAINEE	5	169	24720	23850	*	*	*	75	667	22518	22560	28000	22000	18000
MATH/STATISTICIANS	1	9	24500	23633	*	*	*	2	20	30100	23651	*	*	*
PARALEGAL	+	2	+	17500				+	7	+	18571			
RESEARCHERS NON-TECHNICAL	+	5	+	22405				1	7	30000	23860	*	*	*
RESEARCHERS - TECHNICAL	+	15	+	27997				2	22	33000	28596	*	*	*
TEACHING	1	69	34985	20553	*	*	*	47	382	20817	20506	27600	22200	11000
TOTALS	106	3249						723	10014					

* Percentiles are computed on regional data

+ Not computed for fewer than 20 offers

+ No offers reported

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS							
ACCOUNTING	+	42	+	\$30421			
MBA--NON-TECH	3	83	\$34167	38952	*	*	*
MBA--TECH	+	30	+	38152			
MS-BUSINESS	+	6	+	39587			
ECONOMICS & FINANCE (BANK	+	51	+	43655			
HUMAN RESOURCES (INCL LAB	+	15	+	38488			
MANAGEMENT INFORMATION SY	+	3	+	30000			
MARKETING/MKTNG MGT (RESE	+	36	+	46381			
COMMUNICATIONS							
ADVERTISING	+	+	+	+			
COMMUNICATIONS	+	+	+	+			
JOURNALISM	+	+	+	+			
EDUCATION							
EDUCATION ADMINISTRATION	+	6	+	21683			
ELEMENTARY EDUCATION	+	2	+	25250			
PHYSICAL EDUCATION	+	1	+	35000			
READING EDUCATION	+	+	+	+			
SPECIAL EDUCATION	+	4	+	21319			
HUMANITIES							
FOREIGN LANGUAGES	+	1	+	12300			
LETTERS	+	1	+	32500			
VISUAL & PERFORMING ARTS	+	1	+	21000			
HUMANITIES - OTHER	+	1	+	20004			
SOCIAL SCIENCES							
HISTORY	+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+			
PSYCHOLOGY	+	1	+	16900			
SOCIOLOGY	+	1	+	20800			
SOCIAL SCIENCES - OTHER	+	+	+	+			
ENGINEERING							
AEROSPACE & AERONAUTICAL	+	+	+	+			
AGRICULTURAL	+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000			
CHEMICAL	+	12	+	38827			

continued

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES'		
REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
+	159	+	\$31213			
13	222	\$35861	35769	*	*	*
+	49	+	39026			
+	12	+	45120			
2	84	32644	43268	*	*	*
+	19	+	37222			
+	10	+	32720			
+	50	+	46019			
+	4	+	33250			
+	6	+	27460			
+	2	+	21500			
3	15	22363	24187	*	*	*
11	26	24019	24472	*	*	*
1	4	14000	24500	*	*	*
1	1	32944	32944	*	*	*
5	9	25958	23896	*	*	*
+	2	+	16650			
+	4	+	23500			
+	2	+	21163			
+	4	+	31251			
+	+	+	+			
+	+	+	+			
+	9	+	23945			
1	3	28000	24267	*	*	*
+	13	+	30853			
+	8	+	35640			
+	+	+	+			
+	1	+	30000			
1	35	41028	39587	*	*	*

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	6	+	\$34617			
COMPUTER	+	+	+	+			
ELECTRICAL/ELECTRONIC	+	25	+	38059			
INDUSTRIAL	+	7	+	35639			
MECHANICAL	+	39	+	38484			
METALLURGICAL	+	1	+	36000			
MINING & MINERAL	+	1	+	34000			
NUCLEAR	+	+	+	+			
PETROLEUM	+	3	+	39567			
TEXTILE	+	+	+	+			
HEALTH SCIENCES							
ALLIED HEALTH	+	3	+	21962			
HEALTH SCIENCES	+	10	+	26000			
NURSING	+	+	+	+			
SCIENCES							
AGRICULTURAL & NATL RESOU	+	2	+	27750			
ARCHITECTURAL & ENVIRONME	+	1	+	28080			
BIOLOGICAL	+	1	+	18700			
CHEMISTRY	+	5	+	34680			
COMPUTER SCIENCE							
COMPUTER SCIENCE	1	19	\$38000	39726	*	*	*
SCIENCES							
GEOLOGICAL (INCL GEOPHYS)	+	10	+	36222			
MATHEMATICS (INCL ACTUARI	+	4	+	29950			
PHYSICS	+	+	+	+			
POLYMER	+	+	+	+			
TOTALS	4	435					

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES		
REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
+	64	+	\$34902			
+	2	+	37400			
7	100	\$37765	38353	*	*	*
1	20	31000	36193	*	*	*
4	105	34072	38121	*	*	*
+	17	+	37896			
+	14	+	35007			
+	2	+	37800			
+	23	+	43687			
+	+	+	+			
+	3	+	21962			
+	13	+	26231			
+	+	+	+			
+	6	+	26116			
+	1	+	26080			
+	3	+	22686			
+	7	+	32486			
2	70	36000	37334	*	*	*
+	25	+	36393			
1	10	10000	28620	*	*	*
+	3	+	27219			
+	+	+	+			
53	1241					

Master's Degree Candidates - Experience¹

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES ¹		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	32	+	\$47233			
MBA--TECH	+	17	+	49794			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	2	73	\$44000	50025	*	*	*
MBA--TECH	+	31	+	52978			
OVER 4 YEARS							
MBA--NON-TECH	3	35	33333	47809	*	*	*
MBA--TECH	1	24	85000	55808	*	*	*
TOTALS	6	212					

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES ¹		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	98	+	\$45306			
MBA--TECH	+	31	+	48710			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	2	133	\$44000	48700	*	*	*
MBA--TECH	+	60	+	54414			
OVER 4 YEARS							
MBA--NON-TECH	3	100	33333	47425	*	*	*
MBA--TECH	1	54	85000	51693	*	*	*
TOTALS	6	476					

¹ Years of previous full-time, nonmilitary employment

* Percentiles are computed on regional data

+ Not computed for fewer than 20 offers

+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS		AVERAGE \$ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS							
BUSINESS ADMIN & MNGMT.	+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	\$54750			
ECONOMICS	+	+	+	+			
EDUCATION							
EDUCATION ADMINISTRATION	+	+	+	+			
HUMANITIES & SOCIAL SCIENCES							
ENGLISH	+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+			
HUMANITIES	+	+	+	+			
PSYCHOLOGY	+	+	+	+			
SOCIOLOGY	+	+	+	+			
SOCIAL SCIENCES	+	+	+	+			
ENGINEERING							
AEROSPACE	+	+	+	+			
CHEMICAL	+	9	+	53204			
CIVIL	+	3	+	40332			
COMPUTER	+	+	+	+			
ELECTRICAL/ELECTRONIC	+	2	+	58500			
INDUSTRIAL ENGINEERING	+	+	+	+			
MECHANICAL	+	1	+	53760			
METALLURGICAL	+	2	+	48600			
SCIENCES							
AGRICULTURE & NAT'L RESRC	+	+	+	+			
BIOLOGICAL	+	3	+	30333			
CHEMISTRY	+	34	+	49370			
GEOLOGICAL (INCL GEOPHYS)	+	3	+	52847			
MATHEMATICS	+	+	+	+			
PHYSICS	+	+	+	+			
POLYMER	+	1	+	52200			
TOTALS	+	62					

NUMBER OF OFFERS	AVERAGE \$ OFFERS	PERCENTILES*		
		REGIONAL	NATIONAL	90TH 50TH 10TH
+	+	+	+	
2	9	\$62550	\$54456	* * *
+	+	+	+	
4	5	35768	37214	* * *
+	1	+	30000	
+	2	+	36870	
+	+	+	+	
+	5	+	50540	
+	+	+	+	
+	1	+	30000	
+	3	+	46027	
+	16	+	52235	
+	6	+	41499	
+	2	+	52250	
1	10	57000	56220	* * *
+	1	+	54000	
+	4	+	46041	
+	10	+	46464	
+	1	+	36000	
+	4	+	31138	
+	49	+	48533	
+	9	+	52871	
+	6	+	38483	
+	2	+	40000	
+	2	+	52800	
7	148			

* Percentiles are computed on regional data

* Not computed for fewer than 20 offers

* No offers reported

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25468 115 31200/23000			23533 3		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT	28000 1			21000 4			25000 1	27000 1	
ECONOM & FINANCE (BANKING	23200 5			23158 7	26750 2		25000 1	30000 2	
MANAGEMENT INFO SYSTEMS								32500 2	
MARKETING/MARK MGMT (RESR		17000 1		25000 1			29000 2		
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
LETTERS (incl English, Li				24000 1					
VISUAL & PERFORMING ARTS		24000 1							
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL			36000 1						34550 2
COMPUTER						36750 2	32000 1		
ELECTRICAL/ELECTRONIC							35000 2		32000 1
INDUSTRIAL	30000 1		34000 1						
MECHANICAL								28000 1	
AGRIBUSINESS				20000 1				28000 1	
ANIMAL SCIENCES				30000 1					
NATURAL RESOURCES								28080 1	
COMPUTER SCIENCE				28667 3		36600 1	26236 11		
INFORMATION SCIENCES & SY	30000 1						22000 1		

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

PART 1 - PAGE 2

CURRICULUM	PUBL ACCTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMM)	BANKING (INVS)	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ARCHITECTURAL & ENVIRONME			26167 3						28000 1
BIOLOGICAL								23800 1	
MATHEMATICS				28000 1		35700 1		24500 1	

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 19330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM)	HOSPITALITY(HO)	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25360 10		25500 2	23000 2		18000 1			
BUSINESS ADMIN (INCL MGMT)	23333 3		17300 3	23960 5		20214 14			
ECONOM & FINANCE (BANKING)	23425 12	28000 1		25359 3		24000 8			
HOTEL/RESTAURANT MGMT.						20600 1			
HUMAN RSRCs (incl LABOR R	30000 1			24500 2		21000 1			
MARKETING/MARK MGMT (RESR	20500 1		19000 1	33000 2		24673 15	22500 1		22000 1
REAL ESTATE	21250 2								
COMMUNICATIONS		12000 1		22000 1		22000 4			
JOURNALISM					21840 1				
TEXTILES & CLOTHING		19200 1				20933 3			
LETTERS (incl English, Li						22740 1			
HUMANITIES - OTHER				29510 1					
CRIMINAL JUSTICE						18000 1			
HISTORY						19333 3			
POLITICAL SCIENCE/GOVT							26000 1		
PSYCHOLOGY						26000 1			
SOCIOLOGY							25500 2		
INDUSTRIAL	28000 1					33000 1			
ENGINEERING TECHNOLOGY				31500 1					
AGRIBUSINESS						22750 4			
OTHER AGRICULTURAL SCIENC			25000 1						
COMPUTER SCIENCE	31000 1			28333 3					
ARCHITECTURAL & ENVIRONME		25000 1							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM)	HOSPITALITY(HO)	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	25000 1			31000 1					

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25693 18		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	27500 2		32000 1	36000 1			26400 1		26500 2
HUMAN RSRCs (incl) LABOR R			26200 1						
MANAGEMENT INFO SYSTEMS				30990 2					
MARKETING/MARK MGMT (RESR			17500 2						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			39666 1						
ELEMENTARY EDUCATION					19739 27 34985/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					21950 2				
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT					44400 1	15798 2	28333 3		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		
CIVIL			34000 1	32000 1			33983 7		
COMPUTER		40505 1				26252 1			

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330

PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ELECTRICAL/ELECTRONIC		32650 2		37611 6		27405 7	32700 1		
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		38333 3		27655 6	29200 1		
ENGINEERING TECHNOLOGY			35000 1			29430 1			
PLANT SCIENCES					38000 1				
NATURAL RESOURCES							24000 1		
OTHER AGRICULTURAL SCIENC					24690 1		32000 1		
COMPUTER SCIENCE				28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
BIOLOGICAL									10000 1
MATHEMATICS					22983 1				

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRI-BUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26500 3			25000 1	
BUSINESS ADMIN (INCL MGMT					29400 2		29000 2		31200 2
ECONOM & FINANCE (BANKING					24300 2				29500 2
HUMAN RSRCs (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (K, A							21000 1		30250 4
COMMUNICATIONS	22000 1								27000 1
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li							21000 1		18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER			25000 1	45000 1					
AEROSPACE & AERONAUTICAL					31446 8				
CHEMICAL									32700 2
CIVIL								31233 3	
ELECTRICAL/ELECTRONIC					33700 4				
INDUSTRIAL					31200 1		32400 1		30000 1
MECHANICAL					29936 7			35600 2	
ENGINEERING TECHNOLOGY					30300 4			29600 2	
AGRI-BUSINESS						24888 8			24500 1
ANIMAL SCIENCES						26400 3			
OTHER AGRICULTURAL SCIENC						25000 1			

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330

PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					33800 2				32000 1

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330

PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	30000 2	25625 4		27000 2					28356 9
BUSINESS ADMIN (INCL MGMT	30600 2	29750 2	29233 3						31236 4
DISTRIBUTION MANAGEMENT			26700 1						
ECONOM & FINANCE (BANKING	33000 2		26200 3	40000 1					30100 5
HUMAN RSRCs (incl LABOR R	30000 1	26000 1	30000 1						27000 1
MARKETING/MARK MGMT (RESR	20550 2		26000 5	29200 1					
LETTERS (incl English, LI	30000 1								
HUMANITIES - OTHER	22000 1								
POLITICAL SCIENCE/GOVT			600 1						
CHEMICAL								39000 1	
COMPUTER		29400 2							
ELECTRICAL/ELECTRONIC	36400 1	36140 10							37250 2
ENVIRONMENTAL ENGINEERING		26400 1							
INDUSTRIAL	30167 3	34296 3							
MECHANICAL	36000 1				30000 1				
MINING (INCL GEOLOGICAL)						34000 1			
ENGINEERING TECHNOLOGY	32000 1	33800 4							
AGRIBUSINESS			26000 1						
OTHER AGRICULTURAL SCIENC			22500 2						
COMPUTER SCIENCE	31813 8	36500 2		32000 1					
MATHEMATICS		26000 1							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330

PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1				23000 3
BUSINESS ADMIN (INCL MGMT							18500 2
ECONOM & FINANCE (BANKING			30000 1		14000 1		20633 3
MARKETING/MARK MGMT (RESR			22500 1		16350 2	24400 3	21867 3
COMMUNICATIONS						23000 1	
LETTERS (incl English, Li					21000 1		23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
PSYCHOLOGY						27000 1	
SOCIOLOGY						23000 1	
MECHANICAL			33000 1				32000 1
ENGINEERING TECHNOLOGY	26000 1						

CURRICULUM	PUBL ACCTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVE	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25395 121 31200/23000	21667 3		22088 20 27000/19000	23433 3	24400 5	24563 8	30343 7	
BACHELOR - TECHNICAL	30000 2		29700 5	27333 6		36450 4	27506 15	29098 9	32275 4

CURRICULUM	FINANCE	HOSPITALITY (AM	HOSPITALITY (HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24059 29 32000/20000	19733 3	20317 6	25524 16	21840 1	22269 53 45000/18000	24875 4		22000 1
BACHELOR - TECHNICAL	28000 3	25000 1	25000 1	29500 5		24800 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25667 3		24988 11	32495 4	20845 45 44400/11000	21660 19	26307 23 39000/22800		22333 6
BACHELOR - TECHNICAL		34701 4	34500 2	36872 12	27190 4	27303 18	33129 14		13320 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17500 2	45000 1	26238 8		26400 5	24733 3	28855 11
BACHELOR - TECHNICAL					31381 26 39500/28500	25275 12	32400 1	32014 7	30380 5

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28209 11	26817 7	26757 14	30800 4					29350 19
BACHELOR - TECHNICAL	32100 14	34073 23 55000/28600	23667 3	32000 1	30000 1	34000 1		39000 1	37250 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			24700 3		17740 5	24367 6	
BACHELOR - TECHNICAL	26000 1		33000 1				

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

PART 1 - PAGE 1

CURRICULUM	PUBL ACNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVE	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32740 5			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2	32500 1							
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU)	ACCOUNTING (PR)	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKS	FINANCIAL/TREA
ACCOUNTING	25451 108 31200/22200	25770 66 50000/22000		25000 1	32000 1				26920 3
BUSINESS ADMIN (INCL MGMT	28000 1		19900 2						27000 1
ECONOM & FINANCE (BANKING	23600 5	26588 8	21500 3		26500 1			27000 1	26287 16
MARKETING/MARK MGMT (RESR									24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
AGRIBUSINESS	21000 1								
ANIMAL SCIENCES				30000 1					
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	29800 2	22000 1				30000 1	17300 3	
ECONOM & FINANCE (BANKING	25000 2	24000 1							
HUMAN RSRCs (incl) LABOR R			24500 2						
MARKETING/MARK MGMT (RESR			36000 1		29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			22000 1					12000 1	
JOURNALISM						15000 1		21840 1	
LETTERS (incl English, Li									30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						
ENGINEERING TECHNOLOGY		31500 1							
MATHEMATICS	25000 1					26000 1			

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC, TAXA, M
ACCOUNTING									23383 15
BUSINESS ADMIN (INCL MGMT		25653 5	29587 9			26900 2	19833 3		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		30000 2			28000 2	19500 1	22567 6		26700 2
HUMAN RSRCs (inc) LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	21050 2	22333 6	24500 2	25000 1		26026 19		
COMMUNICATIONS		31333 2					28500 2		
LETTERS (incl English, Li	32000 1	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HUMANITIES - OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							15800 2		
PSYCHOLOGY			26000 1				26100 2		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
INDUSTRIAL							31500 2		
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY							33000 1		
AGRIBUSINESS		20000 1	24500 1		25000 1		25400 5		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1		
CIVIL							34245 3	33642 8	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC							55000 1	36000 1	33220 5
INDUSTRIAL									32022 4
MECHANICAL							28500 1	28600 2	34675 4
ENGINEERING TECHNOLOGY							31200 1		31300 4
ARCHITECTURAL & ENVIRONME							28000 1		

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT)									31000 1
ECONOM & FINANCE (BANKING)								40000 1	
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29913 5			35000 2
AGRICULTURAL									36000 1
CHEMICAL							38700 2		
CIVIL									32703 4
COMPUTER	28351 3		32000 1						35500 1
ELECTRICAL/ELECTRONIC	32400 1	36078 3	38500 1	31000 1		33650 2			32177 19
ENVIRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	32000 1		34000 1	30000 1
MECHANICAL		36184 3			32000 2	32700 1		31700 1	29153 10
MINING (INCL GEOLOGICAL)								34000 1	
ENGINEERING TECHNOLOGY								28000 1	33206 5
COMPUTER SCIENCE	30000 2		33026 4						

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
ELECTRICAL/ELECTRONIC					44000 1				
NATURAL RESOURCES		24000 1							
BIOLOGICAL			10000 1						

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1			
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING						27000 1		32000 1	
MANAGEMENT INFO SYSTEMS						27000 2	31980 1		
COMMUNICATIONS					20000 1				
POLITICAL SCIENCE/GOVT		22000 1							
PSYCHOLOGY		10000 2							
SOCIAL SCIENCES-OTHER				25000 1					
COMPUTER					40505 1				
INDUSTRIAL							41000 1		
AGRIBUSINESS									28500 2
ANIMAL SCIENCES									24600 2
OTHER AGRICULTURAL SCIENC									25500 4
COMPUTER SCIENCE					29477 13	31500 2	31201 12		
INFORMATION SCIENCES & SY						26000 2			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
 90th: 22080 / 10th: 18330

PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		34000 1		18000 1					
BUSINESS ADMIN (INCL MGMT		24500 2		21982 17			30000 1		
ECONOM & FINANCE (BANKING		25250 4		23275 8				33000 2	
HOTEL/RESTAURANT MGMT.				20600 1					
HUMAN RSRCs (incl LABOR R			27800 4	27000 3					
MANAGEMENT INFO SYSTEMS		32500 2							
MARKETING/MARK MGMT (RESR			19000 1	22792 13					
COMMUNICATIONS		22000 1		20612 5					
ELEMENTARY EDUCATION									19391 28 34985/10975
PHYSICAL EDUCATION		17000 1							17097 2
SPECIAL EDUCATION									23916 5
TEXTILES & CLOTHING				20500 4					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li				20685 4					35643 1
VISUAL & PERFORMING ARTS									16456 3
HUMANITIES - OTHER				22217 3					21950 2
CRIMINAL JUSTICE				18000 1					
HISTORY				24000 2					
POLITICAL SCIENCE/GOVT		44400 1	29598 2	18000 2					
PSYCHOLOGY									22983 1
SOCIOLOGY				23375 4					
SOCIAL SCIENCES-OTHER				45000 1					
AGRICULTURAL		28000 1							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
 BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL		29000 2							
ENGINEERING TECHNOLOGY				27300 2					
AGRIBUSINESS		27800 2		19500 3					
PLANT SCIENC'S									38000 1
NATURAL RESOL CES		28080 1							
OTHER AGRICULTURAL SCIENC				25000 1					24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	25875 4								
BIOLOGICAL		23800 1							
MATHEMATICS					30100 2				22983 1

CURRICULUM	ACCOUNTING (PU)	ACCOUNTING (PR)	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25392 114 31200/22200	25767 77 50000/22000	21383 6	23000 2	29250 2			21900 2	26077 24 37000/20500
BACHELOR - TECHNICAL	21000 1	16640 1		30000 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	25900 4	23400 6	24000 1	29000 1	15000 1	28500 2	17148 5	30000 1
BACHELOR - TECHNICAL	25000 1	31500 1				26000 1			

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC, TAXA, M
BACHELOR - NON TECHNICAL	24500 2	26361 12	26643 16	25233 3	27000 3	24433 3	24108 39 45000/14000	31200 1	23774 17
BACHELOR - TECHNICAL		27350 2	24500 1		25000 1		26249 12		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	20200 1	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							34447 10	32910 13	32680 18

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								40000 1	
BACHELOR - TECHNICAL	30524 8	36131 6	33768 6	31000 1	29560 5	31285 9	38700 2	31925 4	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1	10000 1		44000 1				

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		14000 3		25000 1	22600 2	26750 4	31980 1	32000 1	
BACHELOR - TECHNICAL					30265 14	28750 4	31672 14	31000 1	26025 8

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27700 12	27056 7	22475 69 45000/18000			30000 1	33000 2	20224 43 35643/11000
BACHELOR - TECHNICAL	25875 4	28942 9		23017 6	30100 2				27190 4